

October 17, 2012

To: Denise Schares, Rick Hergert, Bob Broghammer, Terry Davis, Aimee Pitlick,  
Steve Swenka and Eileen Schmidt

I have been on the board over three years, in that time I have come across many school related issues that have left me disappointed or confused. This is usually because of a lack of communication and follow through on the part of some of the administration. I usually hear about the good things, but rarely am I involved or allowed to be involved on issues considered to be 'problems.'

It seems as a board member, my hands are somewhat tied, and I am not allowed to comment on certain issues. While I understand that there are certain protocols that board members must adhere to, I believe too often, we as a board are left out of the loop. Many times, I hear of an incident from a community member and have heard nothing from administration. Over time, I have lost faith in the board system and board/administration cohesiveness. Just so I am clear on this, this is my opinion and I am not speaking for other board members, however they may feel.

This week, we lost a long time coach to take a position elsewhere. I know he felt he faced a new battle each day in part because of one of our board members. He also disagreed with an administration decision and requested to be heard by the board and that was denied. I have attached documentation of one of these issues. I feel all staff members deserve to be treated in a fair and professional manner, and a resolution understood or achieved that satisfies both parties.

1. Quoting our own school board policy Series 300 "The board and the Administration shall work together to share information and decisions under the management team concept".
2. Regardless of what the issue is, or who it involves, it still needs to be handled in a professional and timely manner, with the board available to hear and rule on these issues.

That being said, I no longer have the desire to be a part of the Clear Creek Amana School Board. Effective immediately, I resign my position on the board.

May 29, 2012

To: Dr. Denise Schares, Mr. Mark Moody

I would like to take this opportunity to again ask for reimbursement for coursework I have taken since last May 2011.

We addressed this issue this past fall but I would like to revisit this option in a more formal request with you two before seeking school board input on this issue.

As you well know, in September 2008, I was approached by then principal Tom McDonald in my Geography classroom about the possibility of heading of up a new class that would allow our athletes to lift during the school day. This action was prompted through school board discussion concerning our lack of success of the boys athletic program at the time. The school board and Mr McDonald wanted to create a fitness course to make this happen. We were already well under way with that school year and I was in the 2<sup>nd</sup> unit of my Geography courses. I told Mr McDonald I was interested but that I did not have a PE endorsement and that the only way his would work was by naming this course either Fitness or Wellness. Mr McDonald and a school board member at that time Tim Hennes said the school board discussed this ahead of time and realized I did not have a PE endorsement and that they intended to name this newly created class Fitness.

Thru the 2008-09 and the 2009-10 school year I titled and labeled everything as Fitness. In the beginning of the 2009-10 school year our assistant principal at that time Mr Moody was in charge of scheduling and listed the course as Advanced PE in paperwork sent to the Department of Education. This was not discussed nor approved by me. In December of that year Mr McDonald came to me and informed me we had a situation and explained what had gone on. He said this put our school district in a bind and asked if I would apply for a temporary license with the PE endorsement. To help the school district out I agreed to get this temporary certification. Any voluntary action on my part was to help the CCA School District in a time of need. Mr McDonald asked me to take a course or two and said that we would review what we will call this course when the temporary license was up.

This course was then called Advanced PE for the 2010-11 school year. During this school year there were changes made with the Board of Educational Examiners and the Department of Education with proposals from Governor Branstad. Conditional or temporary licenses were not going to allowed to be reissued in many subject areas. In April of 2011 I received an e-mail from Mr Moody stating that if I did not have a full physical education endorsement by the beginning of the 2012 school year that I would no longer be employed at Clear Creek Amana Community School district. I met with Mr Moody and asked if we could switch the course title back to fitness and he said that was not an option. He wanted kids to receive a PE credit for this course. I replied in an e-

mail a few days later in April requesting that I be allowed to go back to my old social studies teaching position. I was denied this option in a reply e-mail from Mr Moody.

This past fall I sought reimbursement for all this class work that had and was going to occur from that May denial to this upcoming August. This was denied because Mr Moody said Dr Schares had called this a voluntary transfer.

I agreed to help out Clear Creek Amana Schools by going back and getting a PE endorsement. I have agreed to get previous endorsements to help out CCA education. In this particular case I no longer wanted to go back to get an endorsement and specifically stated this when I was asked to teach this newly created class in September 2008. I was closer to an administrative license than a PE endorsement. If I wanted to go back to school it would have made more sense to pursue that option. These classes can not be used to move me up the pay scale either. During this time period I also agreed to teach 8 out of 8 blocks to help more kids get the opportunity to take this course. The Clear Creek Amana School Board, Superintendent Paula Vincent, Principal Tom McDonald, and Assistant Principal Mark Moody were all aware that I was not certified to teach physical education and that this course would not to be titled physical education. This has created unjust financial stress and a tremendous amount of time and effort on my part.

I would like to seek reimbursement for \$5, 407.00 for this coursework from when I was denied teaching social studies to this upcoming August. I also incurred \$170 in additional licensing fees and over \$500 in book fees for these courses. The district has funds from Teacher Quality Allocation for Professional Development or general fund money that could be used to reimburse these costs.

Please let me know at your earliest convenience if you think we could work this out or if I should request a special closed school board session to review this situation.

Sincerely,

Jim White

## Kahler Collision Center, Inc.

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**From:** Jim White <jwhite@cca.k12.ia.us>  
**Sent:** Tuesday, June 12, 2012 7:24 PM  
**To:** Kahler Collision Center, Inc.  
**Subject:** Formal letter sent to board  
**Attachments:** formal letter seeking reimbursement.doc; School Board Request.doc

Hey Mick. I sent a formal request for a closed board hearing. I will attach correspondence I sent Eileen and Dr Schares. I will paste Dr Schares response below.

Thanks

Hi Jim,

I visited with Mark and with Eileen regarding this request and wanted to respond so that we are all on the same page.

Whether we call the course Fitness or Advanced PE, according to Department of Ed guidelines, the teacher must hold a PE endorsement.

- A voluntary transfer request must be for an open position. Since your former position is not open, that request cannot be granted.

Holding certification for a position is the responsibility of the teacher and the district does not reimburse for course work.

This is not a conversation that goes to the Board since it is based in state law and district contract.

Thanks,  
Denise

-----Original Message-----

From: Jim White [mailto:jwhite@cca.k12.ia.us]  
Sent: Tuesday, May 29, 2012 1:35 PM  
To: dschares@cca.k12.ia.us; 'Mark Moody'  
Subject: Formal request for reimbursement attached

Thanks in advance for your consideration of this matter

June 10, 2012

To: Clear Creek Amana School Board President Eileen Schmidt

CC: Rick Hergert, Bob Broghammer, Terry Davis, Mick Kahler, Aimee Pitlick, Steve Swenka

I would like to take this opportunity to request the Clear Creek Amana School Board hear a matter concerning a personnel issue regarding my employment with the district. I would like to request the board go to a closed session to hear this matter. Please let me know at your earliest convenience when I could get this matter heard.

Sincerely,

Jim White

**Kahler Collision Center, Inc.**

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**From:** "Jim White" <jwhite@cca.k12.ia.us>  
**Date:** Monday, June 18, 2012 7:14 AM  
**To:** "Kahler Collision Center, Inc." <kahler@inav.net>  
**Subject:** ???

Mick I forwarded you Eileen's response for a closed session-- it was denied. The association people I have been consulting were very surprised. They suggest I go to an open forum to discuss in public events from the past few years. Any ideas?

I am just shocked they are not allowing an avenue to discuss an administrator's decision I disagree with. You would think there would be some options to get this heard

Any ideas?

## Kahler Collision Center, Inc.

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**From:** Jim White [jwhite@cca.k12.ia.us]  
**Sent:** Sunday, July 01, 2012 8:25 AM  
**To:** Kahler Collision Center, Inc.  
**Subject:** FW: Formal request for closed school board hearing

----- Forwarded Message

**From:** Eileen Schmidt <[schmidt4cca@gmail.com](mailto:schmidt4cca@gmail.com)>  
**Date:** Fri, 29 Jun 2012 00:09:09 -0500  
**To:** Jim White <[jwhite@cca.k12.ia.us](mailto:jwhite@cca.k12.ia.us)>  
**Subject:** Re: Formal request for closed school board hearing

Hi Jim,

The board is not allow to go into close session to discuss your assignment at Clear Creek Amana and the history regarding the assignment as you email me on June 13. We have consulted legal counsel from a outside resource and they advised that your request would not be an appropriate closed session issue as the board isn't appointing, hiring, evaluating or discharging as outlined in IA Chapter 21.5 1.i. The school board would go against the law and could be fined. As a Board President, I will not take that risk.

The community forum will limit you three minutes to speak, no response or decision will be made. You can not violate the open meeting law or I will shut you down before the three minutes are up.

I ask that we sit down, you, me and administration in resolving this matter. Please let me know when you are available.

Eileen

On Thu, Jun 28, 2012 at 2:31 PM, Jim White <[jwhite@cca.k12.ia.us](mailto:jwhite@cca.k12.ia.us)> wrote:  
Hi Eileen.

I do plan on proceeding in some fashion to get this matter heard. I would prefer the closed session. I just want some type of mediation on an administrative decision I disagree with. It seems strange I would have to jump thru so many hoops to get this matter heard. If I treated one of my players in this fashion I would lose their respect and they would not give me their best effort. I find it strange our school district would treat our employees in this manner. I also believe there is misinformation out there and I would like our board or some other venue if necessary to hear this matter.

If a closed meeting is not an option I guess I will have to pursue the open meeting on July 13. I see that we have comments we can supply the board that are read in the open setting. I guess if necessary I could type up a summary of what I have been thru trying to get this matter heard and a brief summary of what has transpired over the past two years to be read aloud. Or I could address this in the public comments category.

I know you are put in the middle in all of this and I must apologize. I am just trying to get the matter heard. I hope as School Board President you find it strange our administration does not seem to want this matter heard.

Thanks for your time  
Jim

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**From:** Eileen Schmidt <[schmidt4cca@gmail.com](mailto:schmidt4cca@gmail.com)>  
**Date:** Thu, 14 Jun 2012 10:01:21 -0500  
**To:** Jim White <[jwhite@cca.k12.ia.us](mailto:jwhite@cca.k12.ia.us)>